Huffman Independent School District

Huffman Middle School

2024-2025 Campus Improvement Plan



Mission Statement

The mission of Huffman Middle School is to foster a culture in which students and staff are empowered to develop and achieve personal and professional excellence.

Vision

Huffman Middle School strives to develop and empower all students and staff.

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Goals

Revised/Approved: September 24, 2024

Goal 1: Huffman MS students will be empowered to lead, succeed, and persevere.

Performance Objective 1: Huffman MS attendance rate will increase to at least 94% for this school year.

High Priority

Evaluation Data Sources: Student attendance data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Explore contributing factors and consider incentives that motivate students to attend school on a daily basis. **Strategy's Expected Result/Impact:** Discover strategies to motivate students to attend school on a daily basis **Staff Responsible for Monitoring:** Campus Administrators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Regularly communicate with parents of students that have chronic attendance issues **Strategy's Expected Result/Impact:** Reduce the number of students that do not attend school at least 90% of the time **Staff Responsible for Monitoring:** Campus Administrators Campus Attendance Clerk				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Continue to provide Capturing Kids Hearts training to our staff members **Strategy's Expected Result/Impact:** Staff members build stronger relationships with students and promote a stronger connection with each student **Staff Responsible for Monitoring:** Campus Principal				

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 1: Huffman MS students will be empowered to lead, succeed, and persevere.

Performance Objective 2: The number of HMS students who feel safe while attending school will increase to 70%.

High Priority

Evaluation Data Sources: Huffman ISD spring student survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Campus administrators will review discipline data monthly to identify areas of concern/trends **Strategy's Expected Result/Impact:** Reduce the number of serious PEIMS discipline incidents **Staff Responsible for Monitoring:** Campus Administrators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Train additional staff members in Capturing Kids Hearts strategies **Strategy's Expected Result/Impact:** Students will feel safer and will be more engaged and more connected to their teachers. **Staff Responsible for Monitoring:** Campus Administrators Process Champions Team				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: All required safety and security drills are executed including students actively participating in new security measures on campus (i.e. classroom doors being locked, exterior doors remaining locked and closed, and eliminating access to anyone through side doors without a secure badge). **Strategy's Expected Result/Impact:** Students will experience safety exercises and practice safety routines on a daily basis which will build their confidence in their security. **Staff Responsible for Monitoring:** Campus Administrators District/Campus Officers Campus staff members				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Maintain a mental health and wellness team to provide support to students in need **Strategy's Expected Result/Impact:** Students will know where and how to receive the support needed and feel safe asking for support. **Staff Responsible for Monitoring:** Campus Administrators Campus Counselors District Mental Health and Wellness Team				

Strategy 5 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5: Maintain our Safe Schools Alert tip line to provide students the opportunity to report unsafe behaviors, such as bullying, harassment, vaping and/or possession of an illegal substance **Strategy's Expected Result/Impact:** Students will continue to make reports to our tip line and recognize that our campus leaders are responsive to these reports. **Staff Responsible for Monitoring:** Campus Administrators District Police Officers				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 1: Huffman MS students will be empowered to lead, succeed, and persevere.

Performance Objective 3: At least 70% of our students will participate in an extra-curricular activity.

High Priority

Evaluation Data Sources: Campus tracking
Student Survey responses

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Explore adding student clubs and activities based on students' interests **Strategy's Expected Result/Impact:** Create more opportunities for students to become more involved with groups and activities at school **Staff Responsible for Monitoring:** Campus Administrators Club Sponsors				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Track extra-curricular participation on our campuses annually to determine patterns or growth or opportunities that present an activity that can benefit from increased participation **Strategy's Expected Result/Impact:** Our extracurricular and student activity groups will experience a steady increase. Determine if there are needs for new student activities **Staff Responsible for Monitoring:** Campus Administrators Extra-curricular club/team sponsors				

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 1: Huffman MS students will be empowered to lead, succeed, and persevere.

Performance Objective 4: At least 58% of our Eighth Grade students assessed will perform on grade level on the mathematics STAAR assessment.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Performance Data
STAAR Progress Measure
Interim Performance Data
District Learning Assessment Data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Review instructional schedules and plans to ensure curricular efforts are aligned with the TEKS and student expectations that will be tested on the STAAR tests. **Strategy's Expected Result/Impact:** Teachers will align instruction to the prescribed curriculum. **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinatos Campus Instructional Specialist **TEA Priorities:** Build a foundation of reading and math **- ESF Levers:** Lever 4: High-Quality Instructional Materials and Assessments				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Provide instructional coaching support to all teachers to support their instructional skills and capacity. **Strategy's Expected Result/Impact:** Teachers' instructional practices will be more effective and efficient to benefit students' academic success. **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinators Campus Instructional Specialist				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Teachers will participate in regular Professional Learning Community meetings to review student data and address instructional needs and practices to increase student academic growth. **Strategy's Expected Result/Impact:** Teachers improve at adjusting instructional practices and respond effectively to the diverse needs of all students. **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinators Campus Instructional Specialist				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 2: Huffman MS staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 1: 80% of Huffman MS teachers will achieve a proficient rating or higher in Domain 2 and 3 on their T-TESS Summative Evaluation.

High Priority

Evaluation Data Sources: T-TESS data and Huffman ISD Coaching reflections

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: T-TESS progress sessions will be conducted and CWT data will be reviewed and reflected upon. **Strategy's Expected Result/Impact:** Teachers will refine instructional strategies and consider improvement opportunities. **Staff Responsible for Monitoring:** Campus Administrators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Provide instructional coaching support to all teachers to directly address their T-TESS goals. **Strategy's Expected Result/Impact:** Our teachers will be introduced to or will improve upon more effective and efficient instructional strategies that academically benefit our students. **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinators Instructional Specialist				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Our teachers will participate in regular Professional Learning Community meetings to review student data and address instructional needs and practices to increase student academic growth. **Strategy's Expected Result/Impact:** Teachers improve at adjusting instruction, responding effectively to the diverse needs of all of our students, recognizing effective instructional strategies, and identifying instructional strategies that need enhancement. **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinators Campus Instructional Specialist				

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 2: Huffman MS staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 2: Reduce Huffman MS teacher turnover rate to less than 12%.

High Priority

Evaluation Data Sources: TAPR teacher turnover rate
Huffman ISD staff retention data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Teachers are offered opportunities to provide information and feedback to campus leaders in an effort to impact a positive culture on our campus. **Strategy's Expected Result/Impact:** Teachers are given a voice on campus to empower them to build a stronger connection with their campus. **Staff Responsible for Monitoring:** Campus Administrators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Create regular opportunities to promote a positive culture on our campus **Strategy's Expected Result/Impact:** Staff members will enjoy working at HMS and feel valued. **Staff Responsible for Monitoring:** Campus Administrators				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Use campus funds to support teachers in attending and presenting professional development opportunities. **Strategy's Expected Result/Impact:** Teachers will grow professionally and use the skills learned through PD opportunities in their instructional practices. **Staff Responsible for Monitoring:** Campus Administrators				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: Implement an effective professional development plan for our instructional staff that promotes growth in our teachers' instructional capacity through individualized professional development and instructional coaching sessions. Work to ensure our teachers have the instructional resources they need to provide the most effective instruction possible. **Strategy's Expected Result/Impact:** Teachers will develop their instructional skills and associate their professional growth with Huffman MS; therefore ensuring they feel valued within the campus. **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinators				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 2: Huffman MS staff members will be highly qualified, dedicated leaders with high moral character who inspire, motivate and challenge our students.

Performance Objective 3: A minimum of 90% of HMS staff will report feeling safe at school.

High Priority

Evaluation Data Sources: Huffman ISD staff survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: We will successfully employ new security measures on campus, including but not limited to locked classroom doors, secure exterior doors, eliminating prohibited access to anyone not designated to be on campus. **Strategy's Expected Result/Impact:** New security measures will make our staff and students feel safer on campus by being involved in the security efforts. **Staff Responsible for Monitoring:** Campus Administrators District Police Officers Campus Teachers and Staff				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: All required drills are executed, security tabletop exercises are performed by the campus response team, and staff members are informed of the safety and security measures taken daily to ensure all stakeholders feel safe on campus. **Strategy's Expected Result/Impact:** Teachers and staff members will feel safe because they are informed and aware of all the security and safety procedures on campus. **Staff Responsible for Monitoring:** Campus Administrators District Police Officers				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Maintain the mental health and wellness team to provide support and professional development activities to all staff members **Strategy's Expected Result/Impact:** Staff members know they have a resource that can provide support when needed and will feel safe asking for guidance and/or advisement **Staff Responsible for Monitoring:** Campus Administrators District Mental Health Team Campus Counselors				

No Progress



Accomplished


Continue/Modify


Discontinue

Goal 3: Huffman MS parents, guardians, and community members will be informed, and invited partners who are valued teammates in supporting our students.

Performance Objective 1: The number of parent involvement opportunities offered by HMS will increase to more than 10.

Evaluation Data Sources: Track the number of parent committee meetings held during the school year.
Track the number of parent informational events held during the school year.

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Increase the number of parent engagement events throughout the year **Strategy's Expected Result/Impact:** Increased parental involvement in both extracurricular and curricular activities **Staff Responsible for Monitoring:** Campus Administrators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Distribute information to parents via Parent Square, Canvas, the campus website, and campus social media platforms **Strategy's Expected Result/Impact:** Increase parent engagement in school actvities				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Distribute a monthly parent newsletter with school information, volunteer opportunities, and upcoming activities. **Strategy's Expected Result/Impact:** Increase parent engagement and involvement **Staff Responsible for Monitoring:** Campus Administrators				

No Progress


Accomplished

Continue/Modify

Discontinue

Goal 3: Huffman MS parents, guardians, and community members will be informed, and invited partners who are valued teammates in supporting our students.

Performance Objective 2: The number of students participating in a community service project or activity will increase to 70%.

Evaluation Data Sources: Information from student survey instrument

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: HMS students will participate in community service projects. **Strategy's Expected Result/Impact:** Increase collaboration and support with community members and bussiness **Staff Responsible for Monitoring:** Campus Administrators Club/Team Sponsors and Coaches				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 3: Huffman MS parents, guardians, and community members will be informed, and invited partners who are valued teammates in supporting our students.

Performance Objective 3: Results on our survey instrument to parents will increase their satisfaction rates with Huffman Middle School.

Evaluation Data Sources: Our parent survey instrument has nine questions related to their satisfaction with the school district

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Develop an immediate input system for parents to respond to their experience when they have visited the campus for any reason. **Strategy's Expected Result/Impact:** Increase parent satisfaction with HMS **Staff Responsible for Monitoring:** Campus Administrators				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 4: Huffman MS will ensure effectiveness, efficiency, and campus success.

Performance Objective 1: Reduce Huffman ISD teacher turnover rate to less than 12%.

Evaluation Data Sources: TAPR teacher turnover rate
Huffman ISD staff retention data

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Utilize periodic surveys to make internal improvements to retain staff. **Strategy's Expected Result/Impact:** Retain effective teachers and staff by ensuring positive staff morale **Staff Responsible for Monitoring:** Campus Administrators **TEA Priorities:** Recruit, support, retain teachers and principals				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Frequently meet with team leaders and departments to gather information regarding needs for improvement and strengths of the campus. **Strategy's Expected Result/Impact:** Positive staff culture **Staff Responsible for Monitoring:** Campus Administrators **TEA Priorities:** Recruit, support, retain teachers and principals				

No Progress


Accomplished

Continue/Modify

Discontinue

Goal 4: Huffman MS will ensure effectiveness, efficiency, and campus success.

Performance Objective 2: 90% of staff will report they have the instructional resources and materials needed to ensure staff members and students are successful.

High Priority

Evaluation Data Sources: Staff Survey

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Utilize campus funds to purchase needed instructional materials and resources. **Strategy's Expected Result/Impact:** Teachers will have needed instructional resources. **Staff Responsible for Monitoring:** Campus Administrators **TEA Priorities:** Recruit, support, retain teachers and principals				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 4: Huffman MS will ensure effectiveness, efficiency, and campus success.

Performance Objective 3: 100% of teachers will achieve their T-TESS goal.

High Priority

Evaluation Data Sources: Teacher Conferences

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Utilize campus funds for teachers to participate in professional development sessions. **Strategy's Expected Result/Impact:** Teachers will meet their TTESS goals. **Staff Responsible for Monitoring:** Campus Administrators **TEA Priorities:** Recruit, support, retain teachers and principals				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 5: Huffman MS will address the academic, safety, and social-emotional needs of all of our students.

Performance Objective 1: All students will demonstrate academic growth across all grade levels.

High Priority

HB3 Goal

Evaluation Data Sources: STAAR Assessments
District Learning Assessments

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Incorporate a comprehensive needs assessment to address student performance indicators and measures of performance that are disaggregated by all student groups. **Strategy's Expected Result/Impact:** The information from the needs assessment will lead to unified plans to address the instructional needs of all of our student groups. **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Develop instructional plans to address the instructional needs of student groups in all grade levels that are not achieving their full potential. **Strategy's Expected Result/Impact:** Students' academic performance will increase to grade-level performance. **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinators Instructional Specialist				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Offer accelerated instruction to all students not meeting grade-level performance on the STAAR assessment. **Strategy's Expected Result/Impact:** Create academic opportunities for students to increase their performance level on the STAAR test **Staff Responsible for Monitoring:** Campus Administrators District Curriculum Coordinators				

No Progress


Accomplished

Continue/Modify

Discontinue

Goal 5: Huffman MS will address the academic, safety, and social-emotional needs of all of our students.

Performance Objective 2: All students will benefit from the opportunities the district provides in career education, technology integration, and higher education information.

High Priority

Evaluation Data Sources: College and Career Readiness
CTE Course Enrollment
College Readiness

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Provide CTE courses at the middle school level to support the high school CTE programs. **Strategy's Expected Result/Impact:** Increase the level of student participation in CTE courses at the high school **Staff Responsible for Monitoring:** Campus Administrators Campus Counselors CTE Director				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: We will continue to integrate technology into our instructional and administrative programs to create more efficient and effective instruction and learning. **Strategy's Expected Result/Impact:** Our students will be well-trained and well-practiced in using technology as a learning instrument and be prepared to use and demonstrate those technological skills in their post-secondary setting. **Staff Responsible for Monitoring:** Campus Administrators CTE Coordinator District Technology Director **TEA Priorities:** Connect high school to career and college				

 No Progress  Accomplished  Continue/Modify  Discontinue

Goal 5: Huffman MS will address the academic, safety, and social-emotional needs of all of our students.

Performance Objective 3: All students will be aware of the social-emotional support available to by HMS.

High Priority

Evaluation Data Sources: Tracking safe schools alerts
Tracking student participation with our student mental health team

Strategy 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 1: Continue the suicide prevention plan as developed by the district **Strategy's Expected Result/Impact:** Provide support for struggling students **Staff Responsible for Monitoring:** District Mental Health Team Campus Counselors Campus Administrators				

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2: Provide staff development and student learning opportunities on topics such as: conflict-resolution, violence prevention, dating violence, and human trafficking. **Strategy's Expected Result/Impact:** Increased awareness of dangerous situations and where to seek help if needed **Staff Responsible for Monitoring:** District Mental Health Team Campus Counselors Campus Administrators				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3: Incorporate a discipline management plan that includes character education, positive behavior supports, and tracking student behaviors that require consequences **Strategy's Expected Result/Impact:** Reduction in significant behaviors that impact instruction **Staff Responsible for Monitoring:** Campus Administrators Teachers and staff members				

Strategy 4 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4: We will continue our dropout prevention strategies that include monitoring students' attendance, grades, discipline, and promotion. **Strategy's Expected Result/Impact:** Our attendance rates will increase and the number of student dropouts will decrease. **Staff Responsible for Monitoring:** Campus Administrators Campus Attendance Clerk				

 No Progress  Accomplished  Continue/Modify  Discontinue